John K. Bennett, Esq. (Bar ID #024201980) JACKSON LEWIS P.C. 220 Headquarters Plaza East Tower, 7th Floor Morristown, New Jersey 07960-6834 (973) 538-6890 Attorneys for Defendant, BH Media Group, Inc.

UNITED STATES DISTRICT COURT DISTRICT OF NEW JERSEY

	X
RACHEL O'DONNELL, Plaintiff, v.	Hon, U.S.D.J. Civil Action No. 16(/)
BH MEDIA GROUP, INC. d/b/a PRESS OF ATLANTIC CITY,	NOTICE OF REMOVAL
Defendant.	x

TO: THE CHIEF JUDGE AND JUDGES OF THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF NEW JERSEY

This Notice of Removal by Defendant, BH Media Group, Inc., a Delaware corporation having its headquarters and principal place of business located at 1314 Douglas Street, Omaha, Nebraska, respectfully shows, in accordance with the provisions of 28 U.S.C. § 1446, that this action is properly removed from the Superior Court of New Jersey, Law Division, Atlantic County, New Jersey, to this United States District Court, as follows:

- 1. Plaintiff, Rachel O'Donnell, has brought a civil action against Defendant in the Superior Court of New Jersey, Law Division, Atlantic County, captioned as "Rachel O'Donnell, Plaintiff, v. BH Media Group, Inc., d/b/a Press of Atlantic City, Defendant," Docket No. ATL-L-1504-16. This action was commenced by the filing of a Complaint on or about July 11, 2016, a copy of which is attached hereto as Exhibit A.
 - 2. Defendant was served with process in this action on August 15, 2016.

- 3. No proceedings have taken place in the state court action. Defendant has not served an answer or responsive pleading to Plaintiffs' Complaint or made any appearance or argument before the Superior Court of New Jersey.
- 4. This Notice of Removal is timely filed, pursuant to 28 U.S.C. § 1446(b), thereby allowing Defendant to remove, pursuant to 28 U.S.C. §§ 1332 and 1441, on the basis of this Court's diversity-of-citizenship jurisdiction and federal-question jurisdiction.
- 5. This action arises out of Plaintiff's claims in her Complaint that she was "constructively discharged" from her employment with Defendant in or about August 2014.
- 6. Plaintiff's Complaint includes the following counts: (1) interference with her rights under the New Jersey Family Leave Act ("NJFLA"); (2) retaliation for having taken leave pursuant to the NJFLA; (3) termination and retaliation based on her disability in violation of the New Jersey Law Against Discrimination ("NJLAD"), (4) disability discrimination in violation of the NJLAD; (5) retaliation for having taken leave protected by the federal Family and Medical Leave Act ("FMLA"), in violation of the FMLA; and (6) interference with her FMLA rights in violation of the FMLA.
- 7. This action is removable to this Court based on its diversity-of-citizenship jurisdiction, pursuant to 28 U.S.C. § 1441, and its federal-question jurisdiction, pursuant to 28 U.S.C. § 1331.
- 8. Specifically, Plaintiff Rachel O'Donnell resides at 14 Bartlett Blvd., Egg Harbor Township, New Jersey 08234; therefore, she is a citizen of the State of New Jersey.
- 9. Defendant has been and is, both at the time of the filing of the Complaint, and the filing of this removal petition, a corporation created and organized under the laws of the State of

Delaware, with its principal place of business located at 1314 Douglas Street, Omaha, Nebraska; therefore, it is a citizen of the States of Delaware and Nebraska.

- 10. Defendant denies that it has any liability to Plaintiff for any damages. However, the amount in controversy, while not specifically enumerated in Plaintiff's complaint, appears to contemplate an amount exceeding the sum or value of \$75,000.00. The fact that a complaint does not, on its face, state the amount it seeks to recover will not defeat diversity jurisdiction. When a plaintiff has not specified that the amount in controversy is less than the jurisdictional minimum, the defendant need only show that, to a legal certainty, the amount in controversy exceeds the threshold requirement. See Bergen County Improvement Auth. v. Bergen Reg'l Med. Ctr., 2012 U.S. Dist. LEXIS 81891 (D.N.J. June 7, 2012); see also Raspa v. Home Depot, 533 F. Supp. 2d 514 (D.N.J. 2007) (legal certainty test satisfied by demand for compensatory and punitive damages, and attorneys' fees).
- 11. Defendant denies it has any liability to Plaintiff for any damages. However, as Plaintiff's Complaint is pled, she seeks compensatory damages, consequential damages, punitive damages, attorneys' fees with enhancement, cost of suit, and pre-judgment and post-judgment interest. Plaintiff's employment allegedly terminated in or about August 2014 (see Plaintiffs' Complaint). As her Complaint is pled, Plaintiff's requested economic damages, and attorneys' fees, establish that the amount in controversy exceeds \$75,000.00, the jurisdictional amount.
- 12. Because there is complete diversity between the parties, and the amount in controversy exceeds \$75,000, this Court has original jurisdiction over Plaintiff's claims by virtue of diversity of citizenship and satisfaction of the amount-in-controversy requirement of 28 U.S.C. § 1332. This action is properly removable to this Court, pursuant to 28 U.S.C. §§ 1332(a) and 1441(b).

Case 1:16-cv-05192-RMB-KMW Document 1 Filed 08/24/16 Page 4 of 19 PageID: 4

In her Complaint, plaintiff specifically asserts claims arising under the federal 13.

Family and Medical Leave Act ("FMLA"), 29 U.S.C. § 2601, et seq. (Exh. A hereto, Counts V

and VI, \P 69 - 80). Such claims make this a civil action arising under the laws of the United

States, of which this Court has original jurisdiction, pursuant to 29 U.S.C. § 1331.

Defendant files this Notice of Removal without waiving any defenses to the 14.

claim(s) asserted by plaintiff, including improper service of process, or conceding that plaintiff

has pled claim(s) upon which relief can be granted.

WHEREFORE, Defendant submits respectfully that this action proceed in its entirety in

this Court as an action properly removed hereto.

JACKSON LEWIS P.C.

Attorneys for Defendant BH Media Group, Inc.

By: s/ John K. Bennett JOHN K. BENNETT

Dated: August 24, 2016

4828-5924-7159, v. 1

4

EXHIBIT A

SUMMONS

	Superior Court of
Office Address 1101 Kings Highway North, Suite 402	-
Town, State, Zip Code Cherry Hill, NJ 08034	New Jersey
	ATLANTIC COUNTY
Telephone Number (856) 685-7420	LAW DIVISION
Attorney(s) for Plaintiff Daniel Horowitz, Esq.	Docket No:
RACHEL O'DONNELL	
Plaintiff(s)	
•	CIVIL ACTION
Vş.	SUMMONS
BH MEDIA GROUP, INC.	· .
d/b/a PRESS OF ATLANTIC CITY Defendant(s)	•
From The State of New Jersey To The Defendant(s) Named Above:	
The plaintiff, named above, has filed a lawsuit against you in the	
clerk of the Superior Court is available in the Civil Division Manager http://www.judiciary.state.ni,us/pro-se/10153_deptyclerklawref.pdf .)	If the complaint is one in foreclosure, then you must
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35 the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an at A directory with contact information for local Legal Services Offices	c of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above t protect your rights; you must file and serve a written on Statement) if you want the court to hear your days, the court may enter-a judgment against you form is entered against you, the Sheriff may seize your office in the county where you live or the Legal 38-576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services.
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35, the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an attorney.	c of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above t protect your rights; you must file and serve a written on Statement) if you want the court to hear your days, the court may enter-a judgment against you form is entered against you, the Sheriff may seize your office in the county where you live or the Legal 38-576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services.
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35 the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an at A directory with contact information for local Legal Services Offices Division Management Office in the county listed above and online at	of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above the protect your rights; you must file and serve a written on Statement) if you want the court to hear your adays, the court may enter-a-judgment against you-forms is entered against you, the Sheriff may seize your office in the county where you live or the Legal 188-576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services and Lawyer Referral Services is available in the Civil
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35 the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an at A directory with contact information for local Legal Services Offices Division Management Office in the county listed above and online at	c of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above t protect your rights; you must file and serve a written on Statement) if you want the court to hear your days, the court may enter-a judgment against you form is entered against you, the Sheriff may seize your office in the county where you live or the Legal 38-576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services.
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35 the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an at A directory with contact information for local Legal Services Offices Division Management Office in the county listed above and online at http://www.judiciary.state.nj.us/prose/10153_deptyclerklawref.pdf . DATED: 06/30/2016	c of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above a protect your rights; you must file and serve a written on Statement) if you want the court to hear your days, the court may enter a judgment against you forms is entered against you, the Sheriff may seize your office in the county where you live or the Legal as 576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services and Lawyer Referral Services is available in the Civil Clerk of the Superior Court
Box 971, Trenton, NJ 08625-0971. A filing fee payable to the Treas Information Statement (available from the deputy clerk of the Superior it is filed. You must also send a copy of your answer or motion to play or to plaintiff, if no attorney is named above. A telephone call will no answer or motion (with fee of \$135.00 and completed Case Information defense. If you do not file and serve a written answer or motion within 35 the relief plaintiff demands, plus interest and costs of suit. If judgmer money, wages or property to pay all or part of the judgment. If you cannot afford an attorney, you may call the Legal Services Services of New Jersey Statewide Hotline at 1-888-LSNJ-LAW (1-88 not eligible for free legal assistance, you may obtain a referral to an at A directory with contact information for local Legal Services Offices Division Management Office in the county listed above and online at	c of the Superior Court, Hughes Justice Complex, P.O. urer, State of New Jersey and a completed Case or Court) must accompany your answer or motion whe aintiff's attorney whose name and address appear above a protect your rights; you must file and serve a written on Statement) if you want the court to hear your days, the court may enter a judgment against you forms is entered against you, the Sheriff may seize your office in the county where you live or the Legal as 576-5529). If you do not have an attorney and are storney by calling one of the Lawyer Referral Services and Lawyer Referral Services is available in the Civil Clerk of the Superior Court

REC'D FILED SUPERIOR COURT UP NEW JERSEY

2016 JUL 11 AM 11: 07

Daniel A. Horowitz, Esquire SWARTZ SWIDLER, LLC 1101 North Kings Highway, Suite 402

Cherry Hill, NJ 08034 Office: (856) 685-7420 Fax: (856) 685-7417 Attorneys for Plaintiff

RACHEL O'DONNELL 14 Bartlett Blvd. Egg Harbor Township, NJ 08234

· Plaintiff,

BH MEDIA GROUP, INC. d/b/a PRESS OF ATLANTIC CITY 1000 W. Washington Avenue Pleasantville, NJ 08232

Defendant.

SUPERIOR COURT OF NEW JERSEY ATLANTIC COUNTY – LAW DIVISION

CIVIL ACTION DOCKET NO:

L1504-16

COMPLAINT WITH JURY DEMAND

CIVIL ACTION COMPLAINT

Plaintiff Rachel O'Donnell (hereinafter "Plaintiff"), by and through undersigned counsel, hereby complains as follows against Defendant BH Media Group, Inc. d/h/a Press of Atlantic City (hereinafter "Defendant").

PARTIES

- 1. The foregoing paragraphs are incorporated herein as if set forth in full.
- 2. Plaintiff is an adult individual, with an address as set forth in the caption.
- 3. Defendant is a business entity that conducted business in New Jersey.
- 4. At all times relevant herein, Defendant acted through its agents, servants, and employees, each of whom acted at all times relevant herein in the course and scope of their employment/engagement with Defendant.

FACTUAL BACKGROUND

- 5. The foregoing paragraphs are incorporated herein as if set forth in full.
- 6. Plaintiff has suffered and continues to suffer from various medical conditions, including but not limited to bipolar, depression, and anxiety (hereinafter collectively "Disabilities").
- 7. Plaintiff was hired by Defendant in or about August 2008 as a full-time retail advertising assistant.
- 8. In or around December 2011, Defendant promoted Plaintiff to a full-time Executive Circulation Sales Representative.
 - 9. In or around October 2013, Plaintiff learned that she was pregnant.
- 10. About a week after learning that she was pregnant, Plaintiff informed her immediate supervisor Carrie Gill of same and her anticipated need for maternity leave.
- In or around early February 2014, Plaintiff notified Supervisor Gill and Director John P (hereinafter "Director P") that she required time off from work on February 20 and 21 to provide care to her father, who was scheduled to undergo surgery for his own serious medical condition on February 20, 2014.
 - Supervisor Gill and Director P approved Plaintiff's request.
- 13. On or about February 20, 2014, while Plaintiff was in the hospital for her father's surgery, Plaintiff received an email from Supervisor Gill identifying 15 to 20 weekly performance objectives.
- 14. Prior to the February 20th email, Defendant had not counseled or disciplined Plaintiff in writing for her work performance.

- 15. Upon reading the February 20th email, Plaintiff began suffering extreme symptoms of her Disabilities that persisted through the next day (February 21, 2014).
- 16. On February 21, 2014, Plaintiff was admitted into an intensive outpatient program at Atlantic Care Mental Health Facility for emergency psychiatric care related to her Disabilities.
- 17. Plaintiff's physician placed Plaintiff on leave from February 24, 2014 to February 28, 2014, for treatment of her Disabilities.
- 18. Plaintiff submitted a doctor's note stating same to Defendant's human resources department the same day (February 21, 2014).
- 19. A few hours thereafter, Director P called Plaintiff and asked Plaintiff when she would return to work, although the doctor's note she submitted only a few hours prior stated that Plaintiff's leave was from February 24, 2014 to February 28, 2014.
- 20. Plaintiff reiterated that her doctor had placed her on leave until February 28, 2014.
- 21. Despite same, throughout Plaintiff's leave Defendant continued to call, email, and text message Plaintiff daily about Plaintiff's expected return date.
- 22. In fact, Defendant frequently interrupted Plaintiff's treatment with her therapist with harassing calls, emails, and text messages about Plaintiff's return to work.
- 23. On February 28, 2014, due to same, Plaintiff's therapist extended Plaintiff's leave until on or about March 31, 2014, and sent a note to Defendant's human resources department detailing same.
- 24. Nonetheless, Defendant continued to call, text, and email Plaintiff throughout her extended leave, frequently interrupting her sessions with her psychologist.

- 25. On or about March 31, 2014, Plaintiff's physician extended her leave until on or about May 20, 2014.
- 26. In addition to extending Plaintiff's leave, Plaintiff began treating with prescription medication per her psychiatrist's orders.
- 27. Due to the risks associated with taking said medications while pregnant, Plaintiff also began treating with a high risk pregnancy specialist.
- 28. In or around April 2014, Supervisor Gill informed Plaintiff that Director P had reported to Defendant's upper management that Plaintiff did "not have mental health issues," because he had seen a picture of Plaintiff smiling at a baby shower.
- 29. On or about June 17, 2014, Plaintiff gave birth to her child, who was immediately admitted to the neonatal intensive care unit for approximately one week due to complications.
- 30. Upon learning of same, Defendant placed Plaintiff on an eight week leave of absence, until August 12, 2014.
- During July and early August, Plaintiff called human resources to inquire about her position, and each time Defendant informed Plaintiff that her position had not been filled.
- 33. At that time, Defendant's Human Resources Director, Danielle Daily ("HR Daily"), told Plaintiff that she would check with Director P about Plaintiff's position:
- 34. On or about August 7, 2014, Plaintiff received a call from HR Daily, who informed her that it was a "coincidence." but Defendant had "just filled [Plaintiff's] position."

- 35. Upon her return from maternity leave, Defendant refused to return Plaintiff to her pre-leave position or to a position that was substantially similar to the one she had before her medical/bonding leave began.
- 36. Instead, HR Daily only offered Plaintiff a telemarketing sales position with a salary of \$12,000, which was significant demotion from her previous position as the Executive Circulation Sales Representative, which had a salary of approximately \$40,000.
- 37. On August 11, 2014, Plaintiff declined the demotion that paid substantially less than her pre-leave position and had substantially different duties than her pre-leave position.
- 38. Defendant effectively fired Plaintiff when it refused to offer Plaintiff her job back or a job substantially similar to her job upon her return from medical/bonding leave.
- Defendant "constructively discharged" Plaintiff by failing to return Plaintiff to her pre-leave position or a substantially equivalent one, and by offering Plaintiff only a position that was a substantial demotion in terms of duties and compensation.
- 40. No reasonable person in Plaintiff's shoes would have accepted the demotion offered.

COUNT I <u>Violations of the New Jersey Family Leave Act ("NJFLA")</u> (Interference)

- 41. The foregoing paragraphs are incorporated herein as if set forth in full.
- 42. Plaintiff was an eligible employee under the definitional terms of the NJFLA.
- 43. Plaintiff required NJFLA qualifying leave to bond with her newborn child.
- 44. As of June 2014, Plaintiff was employed with Defendant for at least twelve (12) months.

- 45. Further, Plaintiff had at least 1,000 hours of service with Defendant during the twelve (12) months prior to June 2014.
- 46. Defendant is engaged in an industry affecting commerce and employed fifty (50) or more employees for twenty (20) or more calendar workweeks in 2014 or proceeding calendar year.
- 47. Plaintiff was entitled to receive leave pursuant to the NJFLA for a total of twelve (12) workweeks, and Defendant was not permitted to interfere with these rights.
- 48. Defendant interfered with Plaintiff's rights under the NJFLA by failing to provide her with notice of her rights under the NJFLA.
- 49. Defendant further interfered with Plaintiff's rights under the NJFLA by filling Plaintiff's position while she was on a leave of absence to bond with her newborn child, which leave Defendant should have designated and treated as NJFLA leave.
- 50. Defendant further interfered with Plaintiff's NJFLA rights by filling Plaintiff's position, while she was on a leave of absence to bond with her newborn child, to prevent Plaintiff from taking further NJFLA leave to care for her child.
- 51. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

Violations of the New Jersey Family Leave Act ("NJFLA") (Retaliation)

- 52. The foregoing paragraphs are incorporated herein as if set forth in full.
- 53. Plaintiff was entitled to receive leave pursuant to the NJFLA for a total of twelve (12) workweeks, and Defendant was not permitted to retaliate against Plaintiff for exercising these rights.

- 54. Defendant retaliated against Plaintiff by filling Plaintiff's position for having taken leave that Defendant should have designated and treated as NJFLA protected leave.
- 55. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

COUNT III

Violations of the New Jersey Law Against Discrimination ("NJLAD") (Discrimination/Retaliation)

- 56. The foregoing facts are incorporated herein as if set forth in their entirety.
- 57. At all times relevant herein, Defendant is and continues to be an "employer" within the meaning of the NJLAD.
- 58. At all times relevant herein, Plaintiff was employed by Defendant as an "employee" within the meaning of the NJLAD.
- 59. The NJLAD prohibits employers, such as Defendant, from terminating an employee on the basis of disability.
- 60. Discrimination against an individual with a disability constitutes disability discrimination under the NJLAD.
- 61. Defendant violated Plaintiff's rights under the NJLAD by refused to return her to the job she held pre-leave or a job substantially similar to the one she held pre-leave.
- 62. Defendant violated Plaintiff's rights under the NJLAD by firing Plaintiff because she had requested an accommodation due to her Disabilities.
 - 63. Defendant's actions constitute violations of the NJLAD.
- 64. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

COUNT IV <u>Violations of the New Jersey Law Against Discrimination ("NJLAD")</u> (Disability Discrimination)

- 65. The foregoing facts are incorporated herein as if set forth in their entirety.
- 66. Defendants refused to permit Plaintiff to return to her pre-leave job assuming that she could not do the job once she disclosed her need for a reasonable accommodation and took leave pursuant to her request for an accommodation.
 - 67. Defendant's actions constitute violations of the NJLAD.
- 68. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

COUNT V <u>Violations of the Family and Medical Leave Act</u> (Retaliation)

- 69. The foregoing paragraphs are incorporated herein as if set forth in full.
- 70. Plaintiff was an eligible employee under the definitional terms of the Family and Medical Leave Act ("FMLA").
- 71. As of February 2014, Plaintiff was employed by Defendant for at least twelve (12) months.
- 72. Further, Plaintiff had at least 1,250 hours of service with Defendant during the twelve (12) months prior to the commencement of her FMLA protected leave.
- 73. Defendant is engaged in an industry affecting commerce and employed fifty (50) or more employees for twenty (20) or more calendar workweeks in 2014 or proceeding calendar year.
- 74. Plaintiff required time off from work in order to take care of her own serious medical condition from the mid- to the end of February through June 17, 2014.

- 75. Plaintiff was entitled to twelve (12) weeks of leave under the FMLA to take care of her own serious medical condition during said period.
 - 76. Defendant retaliated against Plaintiff for taking said leave by filling Plaintiff's position in August 2014.
 - 77. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

Violations of the Family and Medical Leave Act (Interference)

- 78. The foregoing paragraphs are incorporated herein as if set forth in full.
- 79. Defendant interfered with Plaintiff's FMLA rights by filling Plaintiff's position in August 2014 due to her having taken FMLA leave during the months that preceded August 2014, and/or to prevent Plaintiff from taking FMLA in the future.
- 80. As a result of Defendant's unlawful actions, Plaintiff has and continues to suffer damages.

WHEREFORE, Plaintiff prays that this Court enter an Order providing that:

- A. Defendant is to be prohibited from continuing to maintain their illegal policy; practice, or custom of discriminating against employees or prospective employees based on their need to take FMLA and NJFLA qualifying leaves and/or due to their disability;
- B. Defendant is to compensate Plaintiff, reimburse Plaintiff, and make Plaintiff
 whole for any and all pay and benefits Plaintiff would have received had it not been for
 Defendant's illegal actions, including but not limited to past lost and future lost earnings;
 - C. Plaintiff is to be awarded liquidated damages in an amount believed by the Court or trier of fact to be appropriate to punish Defendant for its willful, deliberate, malicious, and

JURY DEMAND

Plaintiff hereby demands a trial by jury.

Bv:

Daniel A. Norowitz, Esq.

6/20/2016

RULE 4:5-1 CERTIFICATION

I am licensed to practice law in New Jersey and I am responsible for the above captioned matter. I am aware of no other matter currently filed or pending in any court in any jurisdiction which may affect the parties or matters described perein.

By:

Daniel A. Howwitz, Esq.

10/20/2016

DESIGNATION OF TRIAL COUNSEL

Daniel A. Horowitz, Esquire, of the law firm of Swartz Swidler, LLC, is hereby

designated as trial counsel.

 \rightarrow

6/30/2016

Appendix XII-B1

		CIVIL CASE !	NFOR	MATION	STATE	MENT		OR USE BY MENT TYPE		OFFIGE ONLY
- AD	CIVIL CASE INFORMATION STATEMENT (CIS)							CK NO.		, <u> </u>
		Hen	•	al Law Divis	eion.		-		2015	
		Civil Part pleadir				e 4:5-1	AM	UNT:	<u> </u>	ZMI
	Ple	ading will be rej	ected f	or filiņg, u	nder <i>Rül</i> e	<i>e</i> 1:5-6(c),	OVE	RPAYMENT	î:	# 50°
COLINA	91	information abo or attorne	y's sigr	plack par nature is n	ot affixed	mpieted j	BAT	CH NUMBE	₹: 	- FROM
ATTORNEY / PRO S	E NAME		· · · · · · · · · · · · · · · · · · ·	TELEPHON	E NUMBER	CO	UNTY OF	VENUE		그것
Daniel Horowitz	Esq.			(856) 685			lantic		<u></u>	<u>}</u>
FIRM NAME (if appl Swartz Swidler I		•		RECEIVE!	,	DO		MBER (wh 1504		
OFFICE ADDRESS				1 . 4410			DOUMENT TYPE			
1101 Kings Hwy Cherry Hill NJ 0	N. Ste	402	AT	ATLANTIC CO.		Co	omplaint			
Cherry Till 145 O	3004		Ļ	LAW DIVISION			URY DEMAND TE YES No			
NAME OF PARTY (e	.g., John	Doe, Plaintiff)	CAPT	ION						
Rachel O'Donne	II, Plain	tiff	Rac	hei Ö'Donne	il v. BH M	edia Group	, inc. d/t	la Press	of Atla	ntic City
CASE TYPE NUMBE		HURRICANE SANDY	,.						. 42-10	= 40
(See reverse side for listing) RELATED?				IS THIS A PROFESSIONAL MALPRACTICE CASE? YES NO IF YOU'HAVE CHECKED "YES," SEE N.J.S.A. 2A:53 A -27 AND APPLICABLE CASE LAW						
509		LI TES LINO	REGA	RDING YOUR	OBLIGATION	N TO FILE AN	AFFIDAV	IT OF MER	RIT.	= CASE CATE
RELATED CASES P	ENDING		IFYE	S, LIST DOCK	ET NUMBER	:S				
☐ YES		■ No								
DO YOU ANTICIPAT	E ADDI	IG ANY PARTIES	NAME	OF DEFENDA	NT'S PRIMA	ARY INSURAN	ICE COM	PANY (if kı	rown)	☐ NONE
(aliability out of Spinio		M No		٠						UNKNOW
THE	NFOR	TATION PROVIDE	D ON TH	IS FORM C	ANNOT B	E INTRODU	JCED IN	TO EVIE	DENCE	
		OR PURPOSES OF DE				TE FOR MED	IATION	<u> </u>		
DO PARTIES HAVE.				S THAT RELAT OYER/EMPLOYE		FRIEND/NE	EIGHBOR	□ 01	THER (exp	Jain)
YES		□ No	FAMI			☐ Business				
DOES THE STATUT	E GOVE	RNING THIS CASE PRO	OVIDE FOR	R PAYMENT O	F FÉES BY T	HE LOSING P	ARTY?	YE YE		□ No
USE THIS SPACE TO	ALERT	THE COURT TO ANY	SPECIAL C	ASE CHARAC	TERISTICS	THAT MAY W	ARRANTI	NDIVIDUA	L MANA	JEMENT OR
ACCELERATED DIS	POSITIO	N								
		•								
2 Do You on	YOUR CLI	ENT NEED ANY DISABILITY	ACCOMMO	DATIONS?	IF YES, PLEA	ASE IDENTIFY TI	Æ REQUE	STED ACCO	MMODATIO	N
C □ YES		No.					202			
WILL AN INT	erpretei	R BE NEEDED?			IF YES, FOR	WHAT LANGUA	st:f			•
Leastify that confi	dential	personal identifiers	have be	en redacted to	from docur	ments now s e 1:38-7(b).	ubmitte	d to the c	ourt, ar	nd will be
reaster nota bu		m	1107	7	1			(

Effective12-07-2015, CN 10517-English

page 1 of 2



CIVIL CASE INFORMATION STATEMENT

(CIS)

		Use for initial pla	eadin	gs (not motions) under Rule 4:5-1		
CASE	TYPES	(Choose one and enter number of case t	ype i	n appropriate space on the reve	erse side.)	
	Track ! 151 175	150 days' discovery NAME CHANGE FORFEITURE			•	
	399 502 505	TENANCY REAL PROPERTY (other than Tenancy, Contract BOOK ACCOUNT (debt collection matters only) OTHER INSURANCE CLAIM (including declarate PIP COVERAGE			nistruction)	
·	510 511 512	UM or UIM CLAIM (coverage issues only) ACTION ON NEGOTIABLE INSTRUMENT LEMON LAW SUMMARY ACTION		· , ,	•	٠
•	802	OPEN PUBLIC RECORDS ACT (summary action OTHER (briefly describe nature of action)	· ·	٠,		
	305	300 days' discovery CONSTRUCTION EMPLOYMENT (other than CEPA or LAD)	•			
•	599 603N 603Y	CONTRACT/COMMERCIAL TRANSACTION I AUTO NEGLIGENCE – PERSONAL INJURY (no 1 AUTO NEGLIGENCE – PERSONAL INJURY (vei	n-verb	al threshold) reshold)		
	610 621	PERSONAL INJURY AUTO NEGLIGENCE - PROPERTY DAMAGE UM or UIM CLAIM (Includes bodily injury) TORT - OTHER				
	005 301	- 450 days' discovery CIVIL RIGHTS CONDEMNATION				
	604 605	ASSAULT AND BATTERY MEDICAL MALPRACTICE PRODUCT LIABILITY PROFESSIONAL MALPRACTICE	. •		•	
	608 609 616 617	TOXIC TORT DEFAMATION WHISTLEBLOWER / CONSCIENTIOUS EMPLO INVERSE CONDEMNATION		PROTECTION ACT (CEPA) CASES		,
	Track IV	LAW AGAINST DISCRIMINATION (LAD) CASES - Active Case Management by Individual ENVIRONMENTAL/ENVIRONMENTAL COVERA	Judg	je / 450 days' discovery ITIGATION	· .	
	508 513	MT. LAUREL COMPLEX COMMERCIAL COMPLEX CONSTRUCTION INSURANCE FRAUD			·	· •
	620 701	THE THE PART OF SOT				
	271 274 278	ACCUTANE/ISOTRETINOIN RISPERDAL/SEROQUEL/ZYPREXA ZOMETA/AREDIA GADOLINIUM	292 293	POMPTON LAKES ENVIRONMENTA PELVIC MESH/GYNECARE PELVIC MESH/BARD DEPUY ASR HIP IMPLANT LITIGATIO ALLODERM REGENERATIVE TISSUI	ON E MATRIX	M COMPONENTS
	282 285 286 287 288	FOSAMAX STRYKER TRIDENT HIP IMPLANTS LEVAQUIN	296 297 298 300	STRYKER REJUVENATE/ABG II MOI MIRENA CONTRACEPTIVE DEVICE OLMESARTAN MEDOXOMIL MEDIC/ TALC-BASED BODY POWDERS ASBESTOS PROPECIA	DULAR HIP STE	
	in the sp	lieve this case requires a track other than that p ace under "Case Characteristics.				
	Ple	ase check off each applicable categor	'y İ	☐ Putative Class Action	☐ Title 59	

ATLANTIC COUNTY COURT HOUSE SUPERIOR COURT LAW DIV.
1201 BACHARACH BLVD
ATLANTIC CITY NJ 08401

COURT TELEPHONE NO. (609) 345-6700 COURT HOURS 8:30 AM - 4:30 PM

TRACK ASSIGNMENT NOTICE

DATE: JULY 12, 2016 RE: ODDINNELL RACHEL VS. BH MEDIA GROUP INC DOCKET: ATL L. -001504 16

DISCOVERY IS. 300 DAYS AND RUMS FROM THE FIRST ANSWER OR 90 DAYS FROM SERVICE ON THE FIRST DEFENDANT, WHICHEVER COMES FIRST. THE ABOVE CASE HAS BEEN ASSIGNED TO: TRACK 2.

THE PRETRIAL JUDGE ASSIGNED IS: HON JAMES P. SAVIO

IF YOU HAVE ANY QUESTIONS, CONTACT TEAM (609) 594-3E73. AT:

IF YOU BELLEVE THAT THE TRACK IS INAPPROPRIATE YOU MUST FILE A CERTIFICATION OF GOOD CAUSE WITHIN 30 DAYS OF THE FILING OF YOUR PLEADING.
PLAINTIFF WAST SERVE COPIES OF THIS FORM ON ALL OTHER PARTIES IN ACCORDANCE WITH R.4:5A-2.

ATTENTION

AFT: DANIEL'A, HOROWITZ SWARTZ SWIDLER LLC 1101 KINGS HIGHWAY NORTH STE 402 CHERRY HILL NJ 08034

CUSTRO